



RELATIONSHIP BETWEEN PARENTAL BONDING, CAREER DECISION MAKING AND SOCIAL SUPPORT: A CROSS CULTURAL STUDY

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ABSTRACT

Career choice is a significant issue in the developmental lives of youth. Of all the judgement one makes in life, what could be more important than one makes while seeking and selecting a career? The choice of career is crucial as it shall drive what will be the individual's daily schedule for the rest of their life. Good career planning leads to life fulfillment however; cultural heritage can conflict with youth's personal interests. While there are several factors that influence career decisions, relationship with parents, support from friends, family, teachers etc, were some of the factors that were found significant. The present study attempts to establish the hypotheses that there is a relationship between parental bonding, social support and career decision making and there is a difference in the levels of parental bonding, social support and career decision making between Hyderabad and Mizoram. The sample of this study consisted of 200 college students grouped in two different groups: People living in Hyderabad and people living in Mizoram between the age groups 18-25. In this study, the researcher has used purposive sampling methods and correlational research design. The participants were made to answer three types of questionnaires- Parental Bonding Instrument (PBI), Berlin Social Support Scale (BSSS) and Career Decision Making Scale (CDMS). Reliable and valid scales had been used for data collection. The statistical results that there exists a relationship between parental bonding, social support and career decision making, there exists a significant difference in levels of parental bonding, social support and career decision making between two different regions.

KEY WORDS: Parental bonding, social support, career decision making.

INTRODUCTION:

Career is a sequence of roles or positions, including work, leisure, volunteer and educational pursuits. It may encompass several occupations or vocations and many jobs or positions (Seligman, 1994). In a modern globalized world saturated with a countless number of professions, a career choice undoubtedly becomes a daunting task. Although this process of deciding a career starts early, actual planning and decision making start in adolescence, the period between 13 and 18 years. Especially on attaining the age of 18-20, they started entering college and their stream of study affects their career decision to a varying degree. Hence, it becomes obvious that educational decisions pave the way for the future decisions taken by an individual in the field of work.

A perusal of literature related to career decision making indicates that there are a large number of factors influencing one's career decision making. Carpenter and Fosner (1979) and Beynon et al., (1998) classifies the factors affecting one's career choice as follows:

- Intrinsic (e.g. personal interest and satisfaction)
- Extrinsic (e.g. job availability)
- Interpersonal (e.g. influence of significant people)

Among the many factors that have a significant influence on one's career decision making, this research paper chooses to study the influence of two closely related but not overlapping factors- parental bonding and social support.

Parents are seen to be the most influential factor in the career decision making process and the relationship between parent and child has been the focus of many studies related to the child's development. Bowlby (1969) defined attachment as a strong affectionate bond between the child and the caretaker which is built in the first months of life based upon their interaction. Parents want their children to find happiness and success in life and one factor which influences happiness and success is career choice.

Research has been conducted to describe the parent-child relationship and how it plays a role in one's career decidedness or career indecision. Ketterson and Blustein (1997) researched on secure parent- child relationships and its relationship with career decision making, career self- efficacy, and career plantfulness. Their study found that greater environmental and self-exploratory activity was possible in students who had secure attachments to their parents. They conclude that secure, comfortable relationships are essential in helping students take the risks necessary in exploring new settings and roles.

To further the study, the mechanisms of parent-adolescent relationships which influence career development of adolescents was studied in a sample of 359 German students by Dietrich & Kracke in 2009. Perceived parental career related behaviors, career exploration, and decision-making difficulties were assessed. Structural modeling was done. Parental support was seen to be positively linked to career exploration. Parental interference and lack of engagement were related to decision- making difficulties. The moderating role of interference and lack of

engagement on the relationship between support and career exploration was also reported. In the Indian context, parents have a significant role in career choice of adolescents (Janetius et al., 2011). Based on survey data obtained from 524 secondary school students and 148 parents it was reported that parents inspired 68% of students in their career choice process.

The development of a child is initially the outcome of the family, however, peers overtakes the socialization process with the selection and adoption of lifestyle, appearance, social activities and academics etc. Also, the other social factors like teachers, role models, siblings, media etc also influence one's career choice. This study clubbed all these factors together under social support, magnifying the role of peers.

Social support is the perception and actuality that one is cared for, has assistance available from other people, and most popular, that one is part of a supportive social network. Recently social support has been classified into two categories - perceived support and received support. Perceived support most generally refers to the psychological sense of support derived from feeling loved, valued, and part of a network of reliable and trusted social relationships (Gottlieb, 1985). Received support, on the other hand, represents concrete instances of helping derived from one's social network, with this help or 'provisions' usually categorized as emotional support, instrumental support, appraisal support, and information support (House & Kahn, 1985).

Peer pressure can sometimes limit young people's career aspirations. What their friends think matters almost the same to children as what their parents think. Felsman and Blustein in 1999 conducted a study on 147 undergraduate students and as they hypothesized, and as attachment theory might predict, they discovered undergraduate students are more likely to experience greater progress in making career related decisions if they experience higher levels of attachment to peers.

Social support and Career decision thoughts and attitudes also extends to athletes. Social support and Career thoughts were examined in 118 college students - athletes and 154 non-athletes from a large public university in the Southeastern United States by Stefanine Rodriguez (2002). Results revealed that social support accounts for about 17% of the variance in career thoughts. This suggests that social support has a moderate relationship with career thoughts.

Role models are also an important dimension of social support which influence the career decisions of students. A survey conducted by Fouziah Mohd, Amla Mohd Salleha, Ramlee Mustapha to investigate the influence of contextual factors such as lack of role models in the family and lack of career information received at home influenced the respondents' career choices in technical fields. Also, there is a significant relationship between social support and decision-making self-efficacy among the technical engineering students.

Social support is constructed as a protective mechanism with main and buffering effects that can impact family well-being, quality of parenting, and child resili-

ience at a number of junctures. Social support refers to one's social bonds, social integration, and primary group relations. A study evaluated the depressive symptoms, parental influence and social support in the behavior of 11 teenagers of both genders and with ages 12 and 18 years old, which attended psychological service. The data was collected from interviews and through the application of Child Behavior Checklist (CBCL), human body drawings, parental bonding instrument tests and from the Social Support Measure Scale (MOS). The results indicate that teenagers with depressive symptoms have inadequate parental bonding and insufficient social support. Even though the evaluated sample was limited, the results highlight the relevance of such matters and the need of enhancing social and parental bonding in order to provide safety and biopsychosocial health.

As stated above in the literature, it is seen that no study has been done so far that explores the relationship between Parental Bonding, Career Decision Making and Social Support and based on cultural differences, although there have been studies linking Parent Child Relationship with Career Decision Making Self Efficacy and the like. Thus, the researchers of this study in order to fill this gap in research, aims to find out if there exists a relationship between Parental Bonding, Career Decision Making and also to study the levels of differences based on region in terms of Parental Bonding, Career Decision Making and Social Support.

Research Questions:

1. Is there a relationship between Parental Bonding, Career Decision Making and Social Support?
2. Is there any difference in the levels of Parental Bonding, Career Decision Making and Social Support, between the people living in Mizoram and Hyderabad?

OBJECTIVES:

- To study the profile of the respondents.
- To determine the relationship between parental bonding, career decision making, social support and other socio-demographics.
- To analyse the relationship between parental bonding, career decision making and social support.
- To study the difference of regions in terms of Parental Bonding, Career Decision Making and Social Support.

HYPOTHESES:

- **H1** There exists a difference in Parental Bonding, Career Decision Making and Social Support among people living in Mizoram and Hyderabad.
- **H2** There is a relationship between Parental Bonding, Career Decision Making and Social Support.

METHODOLOGY:

Research Design:

The research follows correlational research design in which the dimension of Parental Bonding Instrument - Care of Mother, Overprotection of Mother, Care of Father and Overprotection of Father, the dimensions of Career Decision Making Scale - Career Decidedness and Career Indecision, and Berlin Social Support with its dimension- Perceived Emotional Support (PES), Perceived Instrumental Support (PIS) and Actually Received Support (ARS) are treated as Dependent Variables while the place of birth, gender and religion are treated as Independent Variables.

Sample:

The sample consisted of 200 young adults, both male and female between the ages of 18-25. The participants were drawn from two different states i.e., 100 participants from Hyderabad and 100 participants from Mizoram. The sampling technique used to select the participants is a purposive sampling technique.

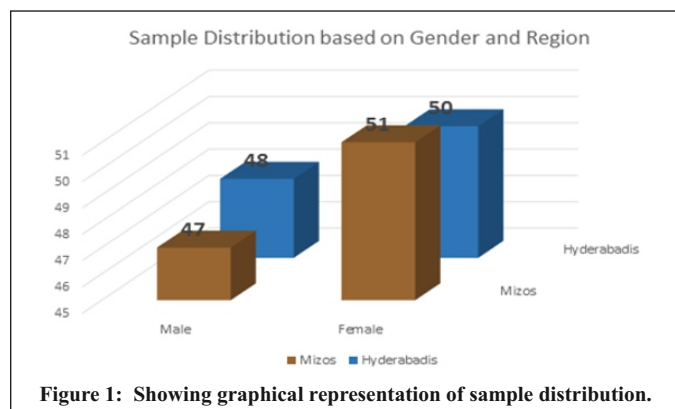


Figure 1: Showing graphical representation of sample distribution.

Table 1: Showing the inclusion and exclusion criteria of the sample

Inclusion Criteria	Exclusion Criteria
1. Age of the participants: 20-25 years	1. Non- residential Indians
2. Participants willing to sign the informed consent form.	2. Participants with known Physical or Chronic Illness.
3. Nationality of the participants: Indians.	3. Incomplete Questionnaires.
4. Participants residing in Mizoram and Hyderabad.	

Research Instruments:

The data analyzed in this study was collected using three questionnaires. The researcher chose these questionnaires because they were designed specifically to accomplish the objectives of this study. For this study, the researcher used an interview schedule wherein a questionnaire was given to the respondents and they were supposed to choose the correct response which is best suitable for them. The three scales which were used in the questionnaire are:

Parental Bonding Instrument (PBI): PBI was developed by Gordon Parker, Hilary Tupling and L.B. Brown. The parenting styles were measured using care and overprotection scales. There is an individual form for each parent that must be completed separately. Each form consists of 25 items which were rated on a Likert Scale ranging from very like, moderately like, moderately unlike and very unlike. Thirteen of the 25 items were part of the overprotection scale and the remaining 12 were from the care scale. Scores for each scale were determined by the answers given to the corresponding questions and then combined to produce a final care and overprotection score. The reliability and validity of the PBI has been extensively studied in multiple studies (Parker, Tupling, & Brown, 1979; Wilhelm & Parker, 1990). Reverse coding of half of the items for each subscale made the measure more reliable.

Berlin Social Support Scale(BSSS): BSSS was developed by Schwarzer R and Schulz U in 2000. The 2 subscales (perceived support and received support) were used out of 6 subscales that measure cognitive and behavioural aspects of social support. Participants endorsements are strongly disagree, somewhat disagree, somewhat agree and strongly agree. Negative items need to be reversed. Scale scores are obtained either by adding up item response (sum scores) or by generating the scale mean score. Reliability - Internal consistency for subscales in validation sample: Perceived Social Support(8 items): cronbach's alpha = .83; Received Social Support(general score, 11 items) : Cronbach's alpha = .83. Validity has been demonstrated in several studies.

Career Decision-Making Scale (CDMS): CDMS was developed by Dr. Kirandeep Singh. To measure the career decidedness and career indecision, the proposed inventory i.e. Career Decision-Making Scale(CDMS) consists of two subscales, Career Decidedness Scale(CDS) and Career Indecision Scale(CIS). It has 18 items- five in Career Decidedness Scale (items 1-5) and 13 in Career Indecision Scale (item 6-18). The CDMS is a Likert scale on which responses are to be given on 3 points, i.e. (1) Exactly Like Me (2) Somewhat Like Me and (3) Not at all Like Me. Reliability- the correlation coefficients between the two administrations of the CDMS were found to be 0.943 and 0.957 for Career Decidedness Scale and Career Indecision Scale respectively. For the validation of the CDMS the techniques of internal consistency validity and criterion related validity were employed.

Procedure:

After the instruments were selected, the Demographic Sheet was prepared and the questionnaires were organized and formatted. The researcher then approached different participants studying in several colleges. Respondents were informed that participation was voluntary and that the information provided by them in the questionnaire will be confidential. The participants were requested to answer the questions with complete honesty and were supposed to be as reliable as possible. They were also informed that there was no definite time limit to finish the questionnaire.

Each participant was instructed to read each statement carefully and mark the responses closest to his/her preference in the manner specified on the questionnaire. That is, either by ticking one among a list of options, or putting down a rating as per a given scale. The participants were also given the contact details of the researcher and were encouraged to ask questions and seek clarification, if needed. There was no right or wrong and time was not taken into consideration. After following the instruments, the questionnaire was completed and collected back for evaluation of the data.

Data Analysis:

After completion of data collection, the responses were scored according to the manuals, using the data analysis software IBM SPSS version 20. Then the statistical treatments of the scores were done. Means and Standard Deviations of the dimensions of Career Decision Making, Parental Bonding and Social Support were calculated in the entire sample, for both Mizos and Hyderabadis, for the

total men and for the total women and for the total Hindus and total Christians. t-Test was conducted for testing the significant difference for the categorizing variables in terms of region, gender, and religion in the three variables. Pearson's Product Moment Correlation was computed to determine whether there was any significant correlation between the dimensions of Career Decision Making, Parental Bonding and Social Support.

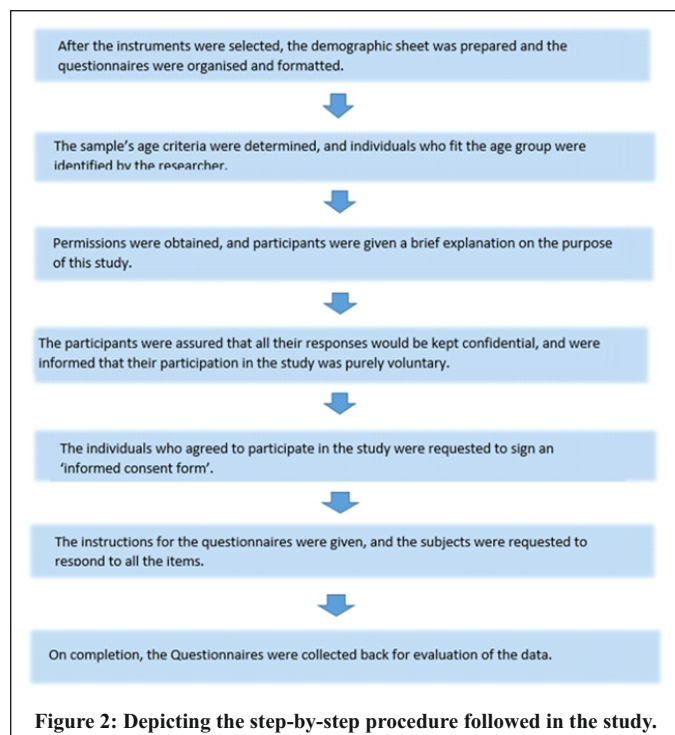


Figure 2: Depicting the step-by-step procedure followed in the study.

RESULTS:

The following are the results of the study based on t- test and correlation tests that were conducted to analyze the data.

Table 2: Showing mean, standard deviation and t-test of the ratios of the dimensions of Parental Bonding Instrument, Berlin Social Support Scale and Career Decision Making Scale based on the two regions.

	Mizos (n=98)		Hyderabadis (n=99)		t-ratio	Sig.
	Mean	SD	Mean	SD		
Care of Mother	28.05	5.18	26.16	6.683	2.216	0.028*
Overprotection of Mother	13.19	5.068	12.58	5.035	0.859	0.392
Care of Father	24.78	6.714	22.69	5.279	2.428	0.016*
Overprotection of Father	13.2	5.272	15.98	2.955	-4.495	0.000**
CDD	11.17	2.667	11.9	2.898	-1.828	0.069
CID	24.63	3.886	22.42	5.993	3.065	0.002**
PES	12.69	2.272	13.69	2.179	-3.131	0.002**
PIS	13.19	2.555	13.75	2.476	-1.544	0.124
ARS	47.24	8.519	49.12	8.147	-1.58	0.116

CDD: Career Decidedness; CID: Career Indecision; PES: Perceived Emotional Support; PIS: Perceived Instrumental Support; ARS: Actually Received Support;

Note: * $p < 0.05$
** $p < 0.01$

Table 2 shows the result of independent t-test of the two regions. There is a significant difference in the levels of Parental Bonding dimensions of Care of Mother ($t = 2.216$), Care ($t = 0.016$) and Overprotection ($t = -4.495$) of Father, and Perceived Emotional Support ($t = -3.131$) of Social Support, and Career Indecision ($t = 3.065$) of Career Decision Making between the Mizos and Hyderabad of the total samples. However, there is no significant difference in Overprotection of Mother of Parental Bonding, Social Support dimensions of Perceived Instrumental support and Actually Received Support, and Career Decidedness of Career Decision Making.

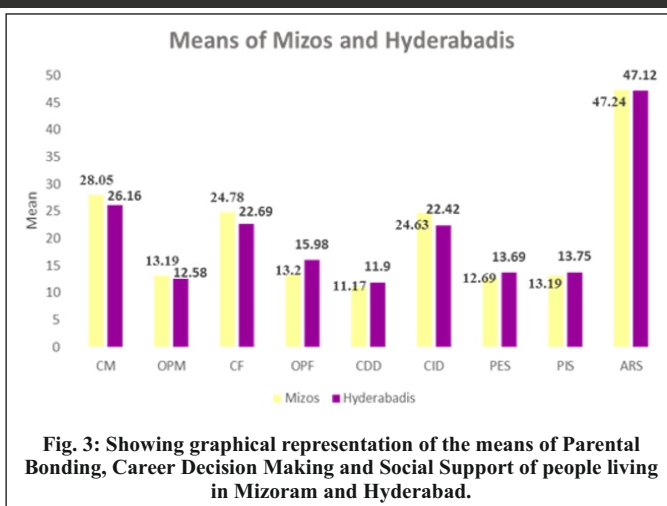


Fig. 3: Showing graphical representation of the means of Parental Bonding, Career Decision Making and Social Support of people living in Mizoram and Hyderabad.

Figure 3 shows a minor difference between the mean levels of Parental Bonding, Career Decision Making and Social Support of people living in Mizoram and Hyderabad. It implies that almost similar levels of Parental Bonding, Career Decision Making and Social Support can be seen in both Mizos and Hyderabadis, except in levels of Overprotection of Father, Career Indecision and Perceived Emotional Support.

Table 3: Showing correlation between parental bonding and career decision making

	CM	OPM	CF	OPF	CDD	CID	PES	PIS	ARS
CM									
OPM	-0.443**								
CF	0.429**	-0.149*							
OPF	-0.143*	0.437**	-0.191**						
CDD	0.247**	-0.189**	0.297**	-0.059					
CID	-0.205**	0.191**	0.217**	0.018	-0.419**				
PES	0.369**	-0.184**	0.244**	0.025	0.189**	-0.261**			
PIS	0.370**	-0.240**	0.279**	0.013	0.195**	-0.261**	0.816**		
ARS	0.326**	-0.217**	0.298**	-0.068	0.201**	-0.228**	0.551**	0.544**	

CM: Care of Mother; OPM: Overprotection of Mother; CF: Care of Father; OPF: Overprotection of Father; CDD: Career Decidedness; CID: Career Indecision; PES: Perceived Emotional Support; PIS: Perceived Instrumental Support; ARS: Actually Received Support;

Note:

** Correlation is significant at 0.01 level (2-tailed)
* Correlation is significant at 0.05 level (2-tailed)

The results of Table 3 shows that there is a high significant positive correlation between dimension of Parental Bonding Instrument and dimensions of Career Decision Making Scale and Dimensions of Berlin Social Support Scale. However, it also shows no significant correlation between Parental Bonding dimension- Overprotection of Father with the other dimensions of Social Support and Career Decision Making.

Summary of Results:

In the following section, the obtained results have been summarized. The findings of the present study revealed:

- Significant difference among Mizos and Hyderabadis in levels of Parental Bonding dimensions like Care of Mother and Overprotection of Father, and Social Support Dimensions of Perceived Emotional Support and Career Indecision of Career Decision Making.
- Significant correlation between dimensions of Parental Bonding and dimensions of Career Decision Making and dimensions of Social Support
- No significant correlation between Parental Bonding Dimension of Overprotection of Father and two Dimensions of Career Decision Making.

DISCUSSION:

The present study has been done to analyse the relationship between Parental Bonding, Career Decision Making and Social Support. The study also attempts to understand if there is any impact of region on the different dimensions of parental bonding, career decision making and social support.

The results of the study have been discussed in the context of hypotheses. In the first hypothesis i.e., Hypothesis 1, an attempt was made to point out the regional differences in the dimensions of Parental Bonding, Career Decision Making and

Social Support. The result shows that there was a regional difference found among people living in Mizoram and Hyderabad of Parental Bonding dimensions of Care of Mother and Overprotection of Father. Valera et al (2012) in their study on Parenting strategies and socio-cultural influences in childhood anxiety among Mexican, Latin American descent, and European American families discovered that European-American children had less anxiety symptoms compared to Latin American and Mexican children. Childhood anxiety was related to a higher level of mother control, as well as less father acceptance among the three groups. This result revealed that the degree of control in parenting was displayed differently within the three cultural groups. The result however, showed no significant difference in Parental Bonding dimensions of Overprotection of Mother and Care of Father. Even though there is no significant cultural difference, by analyzing the means in the present study, it was found that people living in Mizoram exhibit slightly higher levels of Parental Bonding, especially in Overprotection of Father when compared to the people living in Hyderabad. This can be explained due to the reason that although the Mizos followed a patriarchal system of family organization like any other cultures of other regions, however, the Mizos have been heavily influenced by the Western Culture from the past few decades where both the parents have equal share of responsibilities in raising a child. Thus, the Mizos are seen to be more caring and when it comes to protection, are also protective as compared to the Hyderabadis. Thus, Hypothesis 1 which points out differences in region in terms of Parental Bonding is accepted.

The present study also shows a significant difference in the levels of Career Decision Making dimensions of Career Indecision among the people living in Mizoram and Hyderabad. However, there was no significant difference in the levels of Career Decidedness among the people living in Mizoram and Hyderabad. Analysis of the means clearly shows that the people living in Hyderabad are slightly higher in the levels of Career Decision Making. Similar to this finding, in a study conducted by Mau (2012) which examined the cultural relevance of two important career constructs: career decision-making style and career decision making self-efficacy among college students, Americans and Taiwanese. Results suggested that career decision-making styles have differential impacts on career decision-making self-efficacy, depending on the cultural background of the individuals. Results also showed significant differences in career decision-making style and career decision making self-efficacy as function of nationality and gender. Thus, Hypothesis 1 which points out differences in region in terms of Career Decision Making is accepted.

The present study also shows significant differences in Perceived Emotional Support (PES) of Social Support among the people living in Mizoram and Hyderabad. Sasaki & Kim (2018) has examined the interaction of culture and religion on secondary control and social affiliation, comparing people from individualistic cultures (e.g., European Americans), who tend to be more motivated toward personal agency, and people from collectivistic cultures (e.g., East Asians), who tend to be more motivated to maintain social relationships. Their findings showed the existence of cultural differences in ways of seeking social support and social affiliation through religious groups among the two samples chosen. The result however, showed no significant difference in Perceived Instrumental Support (PIS) and Actually Received Support (ARS) of Social Support among the two regions. The analysis of the means show that Hyderabadis are slightly higher in receiving emotional social support from significant others. Thus, Hypothesis 1 which points out differences in region in terms of Social Support is accepted.

The results of the present study also show a positive correlation between Care of both Parents and Career Decidedness and a negative correlation between Overprotection of Mother and Career Indecision. Therefore, Hypothesis 2 is accepted except for Overprotection of Father which shows no significant relationship with the dimensions of Career Decision Making. In support of these findings, Dietrich and Kracke in 2009 studied the mechanisms of parent-adolescent relationship which influence career development of adolescents was studied in a sample of 359 German students. Perceived parental career related behaviors, career exploration, and decision-making difficulties were assessed. Structural equation modeling was done. Parental support was positively linked to career exploration.

Hypothesis 2 which states that there is a correlation between Career Decision Making and Social Support is accepted in the current study. In this study, the result shows that the dimensions of Social Support is positively correlated with Career Decidedness and negatively correlated with Career Indecision of Career Decision Making. A longitudinal multilevel study aimed to determine whether the intra-individual variability in positive affect was related to the intra-individual variability in career decision-making self-efficacy, and career choice anxiety. The second objective was to examine whether social support moderates the relationship between affect and these outcome variables. The results showed that social support had a synergy effect with positive effect to influence career choice anxiety. (Park II, 2018).

Hypothesis 2 also states that there is a correlation between Parental Bonding and Social Support which is accepted in this study. In this current study, care of both parents is positively correlated with the dimensions of Social Support and Overprotection of Mother is negatively correlated with dimensions of Social Support. This can be explained by the fact that usually parents who are caring are deemed to support their children in terms of emotional or instrumental like

money, times etc. and impose just enough restrictions on their children from receiving support from their peers, teachers, relatives, siblings and significant others of their child. This makes the child more open to receiving any kind of social support. On the other hand, parents who are overly protective tend to limit their children's freedom which affects their relationships with people around them, especially with peers from whom they receive an abundance of social support from. Thus in view of this, Hypothesis 2 is accepted.

LIMITATIONS OF THE STUDY:

- The present study only selected a limited number of samples of both the regions. The relatively small sample size in the research is a warning to be cautious about generalizing results, and imposes the need for continuation of the study and extension of the sample covering other cities and countries.
- The sample of the study included individuals from the age group 18- 25 years. The study could be conducted on a different age group to examine the age differences within the sample.
- The variables of the current study could be studied along with other variables. Other variables that could've played an influential role.

Application value:

Parenting is the process of promoting and supporting the physical, emotional, social, and intellectual development of a child from infancy to adulthood and for the parent and the child to know how important their bonding is in their career decision making process, provided that the social support they receive from people around them. This present study explores the relationship between Parental Bonding, Career Decision Making and Social Support and how it influences each other. It also helps in understanding how the three variables studied differ in terms of gender and religion. It also studied the three variables in terms of gender differences. Its uniqueness and originality lies choosing the two regions which differ in ethnicity i.e., people belonging to two different regions have their own and unique ways family organizations and raising a child, thinking and orientation in terms of career related matters and their relationship with others around them as they are culturally different and also bring out the unexplored population of Mizoram into the light for researchers to be built on this population in the future.

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